

RESOLUTION NO. 20220217-036

WHEREAS, one of the primary public services provided by the City of Austin is public safety, including the Emergency Medical Services (EMS), Fire (AFD), and Police (APD) Departments; and

WHEREAS, one of the goals of the City of Austin outlined in Austin Strategic Direction 2023 is to create a shared understanding with the community about what constitutes timely, equitable, and effective safety outcomes and align performance expectations and resource investments accordingly; and

WHEREAS, in the Fiscal Year 2021-22 budget, the City Council approved \$105,821,782 for EMS, \$219,365,493 for AFD, and \$443,066,534 for APD; and

WHEREAS, the total budget for all three departments represents 65.6% of the \$1.17 billion General Fund budget; and

WHEREAS, EMS has 664 sworn positions in the department, with 124 vacancies, representing 19% of authorized sworn positions; and

WHEREAS, AFD has 1,257 sworn position in the department, with approximately 110 vacancies, representing 9% of authorized sworn positions; and

WHEREAS, APD has 1,809 sworn positions in the department, with 222 vacancies, representing 12% of authorized sworn positions; and

WHEREAS, departments have been overwhelmed and taxed due to the onset of COVID-19 and its variants; and

WHEREAS, each department has cadet academies scheduled each year in order to add new cadets to the department; and

WHEREAS, suggestions from City departments will support the filling of staffing vacancies and improve important public safety metrics; and

WHEREAS, we are engaged in contract negotiations and the goal is a mutual benefit to both the employees of these public safety departments and the City of Austin; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Manager, as part of contract negotiations, is directed to develop the ATX Public Safety Vacancy Staffing Plan, and shall provide an update to Council no later than April 30, 2022;

BE IT FURTHER RESOLVED:

The City Manager is directed to work with the appropriate City departments to develop the ATX Public Safety Vacancy Staffing Plan, for Austin's Emergency Medical Services, Fire, and Police departments.

The plan shall include, but is not limited to, the following:

1. Provide current staffing levels, including classifications and vacant positions, as well as historical vacancy trends for each department.
2. Identify challenges leading to vacancies in each department, including but not limited to retention and recruitment.
3. Provide each department's plan to fill current vacancies, including a detailed timeline.
4. Identify potential expanded or new public safety facilities needs to accomplish vacancy needs.

5. Recommendations and a timeline for necessary City Council actions to implement, including budgetary actions.

ADOPTED: February 17, 2022

ATTEST:



Myrna Rios
City Clerk